

Employment Outside County Service

Approval Requirement

To engage in employment other than the public employees' County job, a public employee must obtain approval from the Ethics Commission. (County Code Section 19A-12(a).)

Requirements and Restrictions in General

Chapter 19A of the County Code, the Public Ethics Law, ([http://www.amlegal.com/nxt/gateway.dll/Maryland/montgom/partiilocallawsordinancesresolutionsetc/chapter19aethicsnote?fn=altmain-nf.htm\\$fn=templates\\$3.0](http://www.amlegal.com/nxt/gateway.dll/Maryland/montgom/partiilocallawsordinancesresolutionsetc/chapter19aethicsnote?fn=altmain-nf.htm$fn=templates$3.0)) places some restrictions and limitations on the types of outside employment in which current County employees may engage. Section 19A-12(b)(1) prohibits employment by a business that is regulated by, or negotiates or contracts with, the employee's County agency. Section 19A-12(b)(2) mandates that a public employee must not "hold any employment relationship that could reasonably be expected to impair the impartiality and independence of judgment of the public employee." Other restrictions relevant to outside employment include the prohibition on a County employee using the prestige of office for personal gain or gain of another, the prohibition on use of County property for personal use or for use of another, and the limitation on County employees representing or offering expert advice to others with a position adverse to that of the County. The County's Public Ethics Law has other restrictions that could be relevant depending on the circumstances.

Waivers

Depending on the facts, outside employment restrictions can be waived by the Ethics Commission upon application pursuant to Section 19A-8 of the Public Ethics Law.

Regulations Governing Outside Employment

See COMCOR [19A.06.02](#) Administrative Policies and Procedures for Outside Employment (Employment Outside of the County Service)

Police Only Regulations and Requirements

See COMCOR [19A.06.01](#) Regulations on Secondary Employment

See Article 27, Secondary Employment, Agreement between Fraternal Order of Police Montgomery County Lodge 35, Inc. and Montgomery County Government:
http://www.montgomerycountymd.gov/OHR/Resources/Files/Labor/FOP_Agreement_FY13_updated.doc

See [Function Code 355 - Secondary Employment](#)